



DEPARTMENT OF DEFENSE  
UNITED STATES SOUTHERN COMMAND  
OFFICE OF THE COMMANDER IN CHIEF  
3511 NW 91ST AVENUE  
MIAMI, FL 33172-1217

REPLY TO  
ATTENTION OF

SCCC

12 November 2000

POLICY MEMORANDUM NO. 18-00

From: Commander in Chief  
To: All SOUTHCOM Personnel

SUBJECT: Equal Opportunity (EO), Equal Employment Opportunity (EEO) and Diversity Program

1. PURPOSE: To establish the responsibility of all members of this command to promote an environment free from personal, social or institutional barriers.
2. APPLICABILITY: This policy applies to all military and civilian personnel assigned to this command.
3. POLICY: As members of a joint service command, we derive our unique strength, capability and success from maximizing our diverse human resources. Discrimination against individuals or groups based on race, color, religion, national origin, age, disability, or gender is unlawful and will not be condoned.
4. RESPONSIBILITIES: Supervisors are expected to ensure that individuals do not experience reprisal for reporting incidents of discrimination. Supervisors will regularly seek feedback on the work environment, implement recommendations for improvement wherever feasible, and ensure subordinates have the opportunity to attend scheduled equal opportunity training and special emphasis recognition programs.
5. This policy is effective immediately.



PETER PACE  
General, U.S. Marine Corps  
Commander in Chief, U.S. Southern Command

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